

Dear Paul

Thanks for your time today.

Please find below the pay proposal presented to you on our call today

Pay Offer to GMB for Wandsworth Civil Parking Enforcement Contract Staff 26/7/2022

NSL wish to make a final offer to the GMB to increase basic pay for all Supervisors , Civil Enforcement Officers, CCTV Enforcement Officers and Radio Operator working on the Wandsworth CPE Contract, of **21.3%** over three years.

CEOs will see pay increase by a minimum of **£4,814.27**

Supervisors will see pay increase by a minimum of **£5,169.24**

<u>Pay proposal CEO</u>	Proposed Increase	Basic Rate of pay		Annual Increase
		per hour	per year	
Date Effective				
31/12/2021 (current agreement)	-	£ 10.85	£ 22,628.76	
01/05/2022	10%	£ 11.94	£ 24,891.64	£ 2,262.88
01/05/2023	5%	£ 12.53	£ 26,136.22	£ 1,244.58
01/05/2024	5%	£ 13.16	£ 27,443.03	£ 1,306.81
Total Increase	21.3%			£ 4,814.27

<u>Pay proposal Supervisor</u>	Proposed Increase	Basic Rate of pay		Annual Increase
		per hour	per year	
Date Effective				
31/12/2021 (current agreement)	-	£ 11.65	£ 24,297.24	
01/05/2022	10%	£ 12.82	£ 26,726.96	£ 2,429.72
01/05/2023	5%	£ 13.46	£ 28,063.31	£ 1,336.35
01/05/2024	5%	£ 14.13	£ 29,466.48	£ 1,403.17
Total Increase	21.3%			£ 5,169.24

Note; in the event that CPIH is above 5% at 1/5/2023 or 1/5/2024 then CPIH will be applied. All other terms and conditions remain as per individual contracts and the Company Handbook unless modified by the pay agreement signed in March 2018 and the agreement signed following the meeting at ACAS in March 2019, which will remain in place for the duration of this agreement, with the following amendments.

- Skills allowance paid to cyclists will include both manual pedal cycles and electrically powered bicycles.
- Staff deployed from home who are required to charge company equipment from home will be paid an allowance of £20 per month.

Regards

Jeremy

Jeremy Landey
Account Director

NSL part of Marston Holdings